

Bulletin



Ham appointment

welcomed by all University estates

Results of an informal *Bulletin* survey following Professor James Ham's appointment as next President of the University indicate there is wide approval of the search committee's choice.

Principal Joan Foley of Scarborough College expressed what appears to be a widely-held opinion when she called the choice "unique" because of the "incredible degree of respect in which Jim Ham is held by people in all areas of the University — he has their loyalty, trust and affection."

Several of those surveyed believe Prof. Ham, who is Dean of the School of Graduate Studies, has always demonstrated a deep understanding of U of T and will be ideally equipped to handle its problems.

"The purpose and self-respect of the academic staff is an important issue," commented Foley. "There is a financial crisis, so he will be engaged with financial problems, but the preservation of the quality of the University will be of major concern."

Faculty association president Jean Smith said Dean Ham "combines a profound sense of the University community with a deep personal sensitivity."

"In a period of tough decisions ahead, the faculty can take comfort that the academic excellence of U of T will not be compromised."

Ben Etkin, Dean of Applied Science & Engineering, called the appointment

"absolutely splendid" and said Ham has a "deep understanding of academic enterprise and of the leadership style needed to run it".

Also pleased was William Broadhurst, government appointee to the Governing Council.

"As time unfolds, difficult decisions will have to be made and the President must be someone all staff have confidence in. Professor Ham knows the University and its problems and it seems useful to appoint a President who is part of the administration at the present time."

Staff association president Charlotte Turnbull is confident that President Evans' "humane concern" for staff will be maintained by Prof. Ham.

"We won't get token representation from anyone he would select on our behalf."

The appointment was called a "real step forward" by John Tuzyck, Students' Administrative Council president, who said that as Dean of Graduate Studies Ham has an overview of the University second only to that of the President's.

The only doubts expressed in the informal survey come from the vice-president of the Graduate Students' Union, Leo Casey. He refused to give Ham "unqualified endorsement" because he says the President-elect won't take a strong stand on such issues as budget cut-backs by the Ministry of Colleges and Universities.

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The human condition should be our priority, says next President

After coming through the turmoil and growth of the past decade, the University faces a period of stabilization, says its next president, James Milton Ham.

The 57-year-old Dean of Graduate Studies begins his five-year presidency July 1, succeeding Dr. John R. Evans. The appointment was made on the recommendation of a 15-member search committee, formed last June and headed by Marnie Paikin, Chairman of the Governing Council.

Since the mid-60s, attention has been focused mainly on massive expansion and on giving a greater voice in University government to students, alumni, and lay people, says Ham. It is now time, in the face of financial constraint, to concentrate on basic questions of academic achievement.

He says the University's primary function is not to train students for careers but to develop in them a critical approach to understanding "the human situation".

"I'm a great believer in a focus or profile in studies. The University shouldn't be a cafeteria of courses where students choose only what appeals to them."

In certain subject areas, the University has staff talent and excellent library

resources but very few students, says Ham.

"It's common sense to devise attractive programs that will involve students with staff in a more balanced manner."

With the province-wide prospect of fiscal restraint and declining enrolment, Ham predicts the University "will be held under close rein in terms of public support".

"Who knows how hard things will get? Whatever happens, though, this institution has a responsibility to live within its means."

"In recent years, the University has been cutting back on books, supplies, and staff in order to meet competitive salary settlements. Eventually, there comes a critical point."

One question the new President might have to examine is whether tenured professors should be dismissed for fiscal reasons.

"The tough thing I see is for younger staff members — beginning a family and carrying a big mortgage. Their salaries deserve very special concern. That will very likely mean a continuation of the current policy under which more highly paid staff are receiving relatively smaller annual increments."

Continued on Page 3

Academic Affairs recommends relocation of food science and hygiene libraries in Sci-Med

"Why do we have to pay the cost of computerization?", Professor Rose Sheinin, a member of the Department of Hygiene, asked the Academic Affairs Committee before it voted to "dis-establish" the food science and hygiene libraries and relocate them in the Science & Medicine Library.

The committee reached its decision on Thursday, Jan 12 after learning that the cost of maintaining a separate hygiene

library in the FitzGerald Building, and re-cataloguing 30,000 volumes so that the information could be fed into the library's computer, was estimated to be \$28,000. The cost of absorbing the food science and hygiene collections into the Science & Medicine Library was calculated at only \$100.

Speaking from his own experience with

Continued on Page 5

Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Penny Tai-Pow, 978-5468; (3) Manfred Wewers, 978-4834; (4) Ann Sarsfield, 978-2112; (5) Beverley Chennell, 978-7308.

Clerk Steno II (\$7,430 — 8,740 — 10,050)
University College (2)

Postal Clerk (\$7,430 — 8,740 — 10,050)
U of T Post Office (5)

Clerk Typist II (\$7,430 — 8,740 — 10,050)
Political Economy (1)

Clerk III (\$8,180 — 9,620 — 11,070)
Faculty Office, Arts & Science (1), Best Institute (2)

Clerk Typist III (\$8,180 — 9,620 — 11,070)
Computer Science (1)

Secretary I (\$8,180 — 9,620 — 11,070)
Preventive Medicine (4)

Secretary II (\$9,000 — 10,590 — 12,180)
Governing Council (1)

Secretary III (\$9,900 — 11,650 — 13,400)
Behavioural Science (4)

Laboratory Technician I (\$9,000 — 10,590 — 12,180)
Geology (1)

Laboratory Technician II (\$11,010 — 12,960 — 14,900)
Radiological Research Labs (4), Medicine (4)

Laboratory Technician III (\$12,860 — 15,130 — 17,400)
Ophthalmology (4)

Programmer II (\$12,860 — 15,130 — 17,400)
Student Record Services (1), Health Care Research Unit (4)

Programmer III (\$16,175)
Library Automation Systems (3)

Librarian (Minimum \$12,200)
Faculty of Library Science (5)

Engineering Technologist II (\$12,860 — 15,130 — 17,400)
Medical Computing (4), Central Services (4)

Program Assistant (\$9,000 — 10,590 — 12,180)
Dean's Office, Medicine (4)

Research & Planning Officer (\$17,560 — 20,660 — 23,750)
Office of the Vice-President — Research & Planning, 2 positions (5)

Professional Engineering Officer III (\$19,490 — 22,930 — 26,370)
Physical Plant (3)

PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the Ph.D oral office, telephone 978-5258.

Monday, January 16
Humfrey Melling, Department of Physics, "The Urban Convective Boundary Layer as Studied by Acoustic Echo Sounder." Thesis supervisor: Prof. R. List. Room 309, 63 St. George St., 10 a.m.

Thursday, January 19
Richard David Peacocke, Department of Computer Science, "A Region-Based Model of Pictorial Data for Pattern Recognition." Thesis supervisor: Prof. J. Mylopoulos. Room 309, 63 St. George St., 3.15 p.m.

Monday, January 23
Katherina L. P. Lundy, Department of Sociology, "Executive Secretaries' Relationships in Three Organizational Setting." Thesis supervisor: Prof. P.K. New. Room 111, 63 St. George St., 2 p.m.

Wednesday, January 25
Merle Sandra Richards, Department of Educational Theory, "A Comparison of Classroom Climate in Regular and French Immersion Primary Classes." Thesis supervisor: Prof. H. Stern. Room 111, 63 St. George St., 10 a.m.

Friday, January 27
Giuliana Katz, Department of Italian Studies, "The Use of the Myth in the Works of Ippolito Nievo." Thesis supervisor: Prof. S.B. Chandler. Room 111, 63 St. George St., 2 p.m.

Wayne Fulks, Centre for the Study of Drama, "The Seasonal Comedies of Christopher Fry: *The Lady's Not For Burning*, *Venus Observed*, *The Dark is Light Enough*, *A Yard of Sun*." Thesis supervisor: Prof. D.V. LePan. Room 307, 63 St. George St., 4.15 p.m.

Monday, January 30
Herbert Abraham Feder, Department of Educational Theory, "The Place of Literature in Moral Education: An Examination of the Moral Aspects of Literature, Their Significance for Aesthetic Value, and Their Influence on Moral Development." Thesis supervisor: Prof. E.C. Olsen. Room 111, 63 St. George St., 1 p.m.

Library News

The microform collection



Over one million volumes are housed at the Microtext Reading Room

The University community may be surprised to learn that well over one million volumes in microform are housed in the stacks of the Microtext Reading Room, on the third floor of the Robarts Library. These include rare books, manuscripts, out-of-print books, newspapers, archival material and other hard-to-obtain research material.

The microform collection divides itself into two categories: individual titles, and collections, with individual titles ranging from single monographs to a long run of a serial newspaper.

There are approximately 370 newspaper titles in the collection, 179 of which are from Canada. These range in date from 1731 (the *Daily Advertiser* from the United Kingdom) to recent issues of the *Globe and Mail*. Over 1,300 periodical titles are available in microform, including several English literary periodicals of the 17th to 19th century, such as the *Critical Review*, 1756-1817; the *Examiner*, 1808-1881; and the *London Magazine*, 1732-1785. Two guides to the collection, *Newspaper in Microform* and *Periodicals in Microform*, are available from the Microtext Reading Room to students and staff at no cost. A number of published newspaper indexes are available in the Reference Department on the fourth floor, including the indexes to the *New York Times*, the *London Times*, and the *Christian Science Monitor*, and the *Canadian Newspaper Index*.

Collections in microform include copies of all the publications listed in various bibliographies, and copies of specialized collections housed in libraries, in historical societies, or in the possession of individuals. Examples are *Canadian Imprints, 1751-1800*, which reproduces items listed in M. Tremaine's *A bibliography of Canadian imprints, 1751-1800*; *English Books, 1475-1600* and *English Books 1641-1700*, collections based on Pollard and Redgrave's *Short Title Catalogue*, and Donald Wing's *Short Title Catalogue*, which attempt to list all books in existence printed in England during those periods; *Three*

Centuries of English and American Plays and English and American Plays of the 19th Century. This collection includes more than 5,000 plays published between 1500 and 1900, many no longer available in a printed edition. Some are even in manuscript form: *Russian Historical Sources*, which includes stenographic reports of the Imperial Dumas of 1906-1917 and the Communist Party of 1923-1939; and long runs of many other archival materials, most of which are unavailable in printed form; and *University of Toronto M.A. and Ph.D Theses* in the humanities and social sciences. Approximately 750 theses are available in a microfiche format.

Users of microforms in the library should make a special note of the distinctions between individual items and collections. The library catalogues each collection as a single large unit. e.g. *Canadian Imprints, 1751-1800*, so that one entry in the catalogue represents thousands of books. Wherever possible the library attempts to buy from the publishers catalogue cards for individual items in the collections; however, these cards are only filed in the Microtext Reading Room catalogue. For collections for which cards are not available, the respective bibliography must be consulted for the author/title entries. Another way to learn about the collections is to consult the *Guide to Research Collections in Microform* available at no cost. Library staff are on hand to help with any problems.

Photocopying facilities for microforms are available in the photocopy department on the third floor of the Robarts Library, and a coin-operated reader-printer is now housed in the Microtext Reading Room.

For information and services concerning microform material, contact Mrs. Iqbal Wagle at 978-5355.

Media Centre library moves

The Media Centre's Audio-Visual Library will be moving to renovated facilities in the Sigmund Samuel Library building on Jan. 17. The library's information and reservation service will be closed Jan. 16 — Jan. 20 and will re-open Jan. 23. Reservations made before Jan. 13 will be filled from the Media Centre, 121 St. George St., until Jan. 20.

Following the move, information and reservation services will be located on the first floor of the Sigmund Samuel Library, adjacent to the reference area. Viewing rooms and media carrels will be on Level A, as will film and program circulation.

Ringling bells, deluges

and city inspectors are taken in stride by Physical Plant area supervisor Keith Kinsinger

When, in November 1976, 28 new bells were installed in the Soldiers' Tower carillon, a special hoist, some 275 feet high, was required to lift each bell, ranging in weight from 32 to 130 pounds, over the top of the tower and into place. Keith Kinsinger remembers that well because as Physical Plant's area supervisor for Hart House he shared the responsibility for the installation with a team of experts from the Netherlands, where the bells were cast, and more than once things got a trifle tricky.

"Wind velocity was a big factor," he says, "and as those bells travelled up to the top, the warning signal bell was ringing a good deal of the time."

The bells lift, though noisy, was a success; still Kinsinger considers it one of the most nerve-racking operations he has had to direct during his 11 year career at the University.

As one of Physical Plant's nine area supervisors on the St. George campus, Kinsinger works out of the Division of Fabric, Maintenance and Grounds, with headquarters on the seventh floor of the office tower at 215 Huron Street. * "Now more than ever," he says, "our job is to maintain the University's buildings at an acceptable standard while staying within a budget that's getting smaller all the time."

*The other supervisors are Fred Battista, Cyril Davies, Stan Garrett, Tom Giffen, Ray LaFond, John McNeil, Jim Smith, and William Voest. They report to two assistant managers, Walter Terry and John Labou, and their chief is E.A.N. (Evan) Prichard.

The cutbacks, of course, are having a visible effect on Kinsinger's domain. In more stable times, such basic aspects of interior maintenance as furniture repair and floor refinishing were seen to on a regular basis, and walls and ceilings were painted every six years. But no longer. As Kinsinger's boss, Evan Prichard, explains, "If we don't have the money, we can't do it."

"It's disturbing when buildings you'd like to see kept well don't get the attention they deserve," says Kinsinger. "Particularly with some of the older ones, it doesn't take long before the neglect begins to show."

The group of approximately 20 buildings under his charge includes the Borden complex, the textbook store and the University Bookroom, Hart House and the Benson Building, Varsity Stadium and Arena, and the Forestry Building. It is a grouping, he explains, determined as much by function as by geography. Each area supervisor sees to the maintenance of a roughly similar number of square feet of floor space, with other factors, such as the age and type of every building, taken into account.

If your desk happens to be in Alumni House on Willcocks Street, or perhaps in the Benson or Borden Buildings, it is Keith Kinsinger's physical presence that first impresses you when, peering up from your work, you observe him conducting one of his periodic building inspection tours. He is a big man, hefty and broad-shouldered and well over six feet tall. So affable is he that you don't have time to be intimidated by his size.

After high school, Kinsinger, who is 52

and a Toronto native, did a short stint in the navy's shipwright branch, then ran his own contracting business for 15 years before working for a couple of larger construction outfits. Others among the area supervisors once were carpenter-foremen, draughtsmen, and contractors. Together they could boast (though modesty prohibits) an impressive array of experience in the small construction field.

"We look after an awful lot of our own renovations and remodelling," Kinsinger says. "On this campus we have around 75 to 80 tradesmen — carpenters, electricians, plumbers, steamfitters, tin-smiths, painters, locksmiths, and welders. Then we call in moderately small contractors to handle what we can't do ourselves."

Recently, all of the area supervisors have been working to improve fire prevention and safety standards, encouraged by a city fire department report

on University buildings, and Liquor Control Board regulations have been keeping Kinsinger busy bringing the Arbor Room, the Great Hall, and the East Common Room at Hart House up to scratch.

Still, despite the impossibility of maintaining buildings with woefully insufficient funds and the ubiquity of city inspectors, Kinsinger and his colleagues like their work.

"Oh, we've all had our problems — our roof deluges and our floods," he concedes, "but when all is said and done it's a quite rewarding and satisfying life."

Now if only the striking mechanism in the Soldiers' Tower clock could be persuaded that striking nine times when it is ten o'clock might just be a little embarrassing for the area supervisor concerned.

The human condition

Continued from Page 1

To set an example of restraint, Ham says he is willing to accept a smaller salary than he is offered as President. His annual professorial salary as Dean of Graduate Studies is \$45,000.

He has already suggested to Marnie Paikin that the Governing Council question the wisdom of maintaining the mansion at 93 Highland Ave. as the President's residence.

"I know it functions effectively in a kind of ceremonial, social mode," he says, "but it's a big, expensive place. Personally I'd be happy staying at my 65-year-old home on Glencairn Ave., even though it has a leaky roof."

Being the University President, he says, will be hard on the family life he shares with his wife, Mary, and their three children. There will probably be fewer trips to the cottage, where they cross-country ski and sail their 14-foot International dinghy. ("The first time I took my wife out in it, I dumped her," says Ham, adding that the weather was pretty rough.)

The cottage isn't far from Coboconk, the village north of Lindsay where Ham spent his boyhood. There, at the age of nine, he worked briefly in a veneer mill.

"I had the privilege of being fired under the Child Labour Act," he says, "but I still have the first (and only) buck I made there."

Ham's father was postmaster and merchant in Coboconk, but the depression brought the family to Toronto, where Jim attended Oakwood and Runnymede Collegiates.

When he graduated from the University in 1943, with top honours in electrical engineering, the yearbook ran a caption next to his photograph that read in part: "Thinks engineers make good philosophers. . . . Hopes to travel, study music, work hard, speak Spanish, marry and live happily ever afterwards."

He spent the later war years in the Royal Canadian Navy, then received his Master and Doctor of Science degrees from the Massachusetts Institute of Technology.

He returned to the University of Toronto in 1953 as an associate professor of electrical engineering. By 1964, he was head of the department and, two years later, he was appointed Dean of the Faculty of Applied Science and Engineering.

Dean Ham took a two-year sabbatical in 1974 to serve as chairman of Ontario's Royal Commission on the Health and Safety of Mine Workers. He says that experience should serve him well in his new post.

"I lived for two years with a situation where parties were in direct confrontation, and I know the President's job can involve confrontation on all sides, with the rug being pulled out from under him in any direction," Ham says with a roguish smile.

Six years ago Ham was among those mentioned as leading contenders for the President's job. Since then he has filled what he describes as "the most attractive administrative task in this University".

"Being Dean of Graduate Studies brought me into contact with the great diversity of intellectual talent distinctive of the University. Though my appreciation of this diversity has always been at risk of being superficial, I know the calibre of the staff and students will help sustain me in a governing job some consider impossible."

Ham says an "almost incredible burden" would be placed on the President if recommendations in the recently-released Macdonald report on the effectiveness of the Governing Council are fully accepted.

Nor does the possibility of not having time to teach please him. He describes with enthusiasm the fourth year engineering seminar on the social impact of technology in which he is currently involved.

"I'm deeply interested in the whole issue of technology and risk. In fact, someday I'd like to write a book called *Technology and the Common Good*."

James Ham has published in the field of automatic control systems and the education of engineers. He is also co-author, with Prof. G.R. Slemon, of a once widely-used text book, *Scientific Basis of Electrical Engineering*.

He has been on the executive of both the National Research Council of Canada and the International Federation on Automatic Control and is a member of the board of the Ontario Research Foundation. He helped establish the University's Institute for the History & Philosophy of Science & Technology and served on the Board of Governors of George Brown College of Applied Arts and Technology.

His distinguished academic and administrative career has won him many professional awards, as well as honorary degrees from Queen's University and the University of Montreal.



Keith Kinsinger

300 miles high

aerospace experiment will probe effects
of radiation, temperature on spacecraft



An experiment designed at the Institute for Aerospace Studies will put U of T in orbit — in 1980, aboard the U.S. National Aeronautics and Space Administration's space shuttle Enterprise.

The experiment will answer questions about the effects of the hostile space environment on the man-made composite materials used for spacecraft structures — including some highly specialized plastics — says Dr. R.C. Tennyson who, together with Dr. J.S. Hansen, designed the experiment.

About 20 structural shapes, ranging from tubes to flat plates, made from a variety of advanced composite materials, will be mounted on a module carried aloft in the space shuttle's cargo hold. The module will be placed in a 300-mile orbit, then recovered and brought back to earth by the Enterprise six to nine months later, according to Tennyson. During the module's stay in orbit, the structural shapes will be exposed to solar radiation, temperature extremes and the vacuum of space.

"The space shuttle will make it possible for the first time to retrieve space hardware after prolonged exposure to the environment of outer space," says Tennyson.

The orbiter's flight will also provide scientists at the institute with a first opportunity to evaluate their space simulation system in which the conditions of outer space are artificially created to test spacecraft materials.

"We want to find out how close our simulated space environment is to the real thing," says Tennyson. "This will be our first opportunity to get a direct comparison."

The UTIAS experiment is the only Canadian project to have been accepted by NASA, and is one of 25 experiments chosen from 190 international proposals.

Oh my gosh

said the computer to the chemistry student

Computers may never replace teachers in the classroom, but Professor Jacques Deckers, Department of Chemistry at Erindale College, maintains that computer assisted teaching is a novel way to give every student in a large group the individual attention he needs.

"With perhaps 300 students in a lecture, how much time can a teacher spend with each of them? The computer, however, is a patient beast," says Prof. Deckers.

For the past five years Prof. Deckers and senior tutor, Judy Poe, have used computers in their problem solving tutorials for first and second year Erindale chemistry students.

A student, seated at an interactive terminal connected to the computer, is given a problem to solve, immediately or at his leisure, whichever he chooses. When the student is ready, he feeds his answer into the computer and a print out provides instant analysis. The student is told if he is right or wrong (an incorrect answer can be greeted by 20 different responses including "Are you sure?" and "Oh my gosh!") and, depending on the sophistication of the program, the computer can in most cases respond to an incorrect answer by explaining to the student exactly where he went wrong.

Student opinion on the computer is about evenly divided, says Prof. Deckers.

"Half of them like it and the other half are turned off. Those who enjoy working

with the computer like the immediacy of the answer and the others just don't like computers."

Besides the advantage of individual attention a computer can bring to the classroom, Prof. Deckers calls it an excellent task-master.

"If a student fails to solve a problem, the computer won't let him lose. It insists that he digest information on the spot and forces him to think. In a lecture or tutorial, it's easy for a student to become discouraged and daydream."

The professor believes the benefits of computer assisted teaching don't begin and end with the student, but interact with teaching methods as well.

"I've changed my whole teaching approach since I started using computers. Within a few seconds a computer often enables a teacher to find out where the student has gone wrong in his thinking, and, if a particular question has been answered incorrectly by the majority of students, the teacher can pinpoint where he himself has gone wrong."

Despite the important role computers can play in teaching, Prof. Deckers does not foresee self-obsolence.

"For one thing, teaching exclusively by computer is just too expensive and, although a computer best handles quantitative aspects of problem-solving, it can't replace a lecturer presenting concepts to the student."

A new Canadian constitution

is flowing from the pen of lawyer Albert Abel



The idea of writing a new constitution for Canada has titillated the minds of lawyers since 1867. Professor Albert Abel of the Faculty of Law has actually taken up the challenge and is now on the point of approaching a publisher with several chapters of the book he has written on the subject.

The lawyer, whose specialty is constitutional law, is well prepared for his self-appointed task: he did his LL.M. dissertation on comparative constitutions in Canada, the U.S.A., and Australia. Prof. Abel has another advantage in that he has viewed Canada from the "outside", even though it is 23 years since he left West Virginia to come north.

Prof. Abel is convinced that it is possible "to derive an arrangement satisfactory to the entire country — one that would shed federal authority and

disperse it among the provinces" — though he would like to see some ministries, including foreign affairs, remaining under federal control.

"A general model for such a constitution would be the European Common Market," he says. "Canada would be to the provinces what the Common Market is to England, Germany, France and six other countries. In this way it would be possible to enhance the powers of each province and also meet their individual needs."

To Prof. Abel, the words "Canadian identity" suggest sameness, lack of growth — he denounces the words "unity" and "independence" as being mere shibboleths, rallying cries for Canada. But instead of viewing the Anglo-French situation as a problem, he

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VISITORS

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sees it as an opportunity for Canadians to share two great cultures. "It's almost unique," he says, "and although I become discouraged about the conflict, I don't quite despair. I am convinced, however, that if Quebec were to secede, eventually the rest of Canada would fall into the orbit of the U.S.A."

Prof. Abel sees the French discontent as being only one aspect of the current unhappiness with centralized power. "The Maritimes are distressed about their economy," he says, "but Manitoba, Alberta and British Columbia are also unhappy with their own problems."

The "two solitudes" label oversimplifies the reality it dramatizes,

Academic Affairs

Continued from Page 1

the "disestablishment" of a departmental library, history professor Michael Marrus reminded members that the Department of History's library had been absorbed into the central library not long ago.

"True, life was not so pleasant for us, and perhaps we even suffered academically," Marrus said, "but we managed."

The committee also heard two responses to the report of the Task Force on Canadian Studies.

Asked for their reactions to the recommendation that French be made an entrance requirement for U of T, and to the task force opinion that there is "overkill" in Canadian Studies in the high schools, 52 percent of the secondary school educators surveyed opposed the first recommendation and were almost evenly divided on the "overkill" issue.

Discussion on reactions to the task force report will continue at the next committee meeting, when Vice-President and Provost Donald Chant will report on responses made by various academic divisions, and invite deans and directors to speak.

ISC sponsors English classes

Conversation classes for foreign students who wish to improve their English will begin soon at the International Student Centre, 33 St. George Street. Faculty are asked to encourage students who might benefit from the program to enrol.

Beginning in January, classes of not more than 10 students will meet one or two evenings a week at ISC where volunteer teachers will tailor the program to fit the needs of their particular students. Although spouses of foreign students are welcome to join any session, there will be special daytime classes at 35 Charles Street West to which small children may be brought. The fee for one semester of the program is \$10 per person, or \$15 per couple. Lunchtime conversation classes will also be offered this semester.

For foreign students ineligible to attend other writing laboratories on campus, 45 minute individual tutorial sessions in written English will be given in the North Meeting Room of ISC.

Registration for all classes is being held at ISC on Tuesdays and Thursdays, 12.30 — 2.30 p.m. For further information, telephone 978-2038.

he writes in the early chapters of his book. Besides Quebec, there are no less than four and maybe as many as 10 other regions in Canada with their own cultures, patterns of life, values and speech — "the Newfoundland outports being one of the most obvious instances."

In general, says Abel, there is a "bad fit" between today's mass societies and the governments they have inherited. But for Canada, he would like to see a "competition of ideas" in producing a new constitution, rather than a patched-up *status quo*.

Members agreed that it would be more appropriate to continue discussion on the proposed policies for librarians when the committee had before it a response from the senior University administration, and could use this document as a guideline for debate.

The next meeting of the Academic Affairs Committee is scheduled for Thursday, Jan. 26.

Research News

Ontario Mental Health Foundation special competition

By virtue of having received a major grant of \$500,000 from provincial lottery funds, the Ontario Mental Health Foundation has just announced a special competition for research associates, research scholars, or research fellows. Six or seven individual awards for up to three years of support will be made to persons who seek to develop a research career in the mental health field, and associateship and scholarship candidates may concurrently apply for research grant funds from the foundation.

The deadline for applications in the special competition is March 8.

Applications for research fellowships may be initiated by the individual candidate, who must arrange his or her own use of research facilities at an appropriate Ontario university or teaching hospital, but applications for research associateships or research scholarships must be submitted on behalf of candidates who are Canadian citizens or landed immigrants by the dean of a faculty or the executive director of an institute, teaching hospital, etc. In all three categories, candidates must hold the M.D. or Ph.D. or equivalent. The awards are designed to permit the

holders to devote at least 75 percent of their time to research.

Specific guidelines apply to each type of award. For further information and sample application forms, call 978-2163.

CEA research report

The Canadian Electrical Association has furnished two copies of its *Research Report 1977*, which presents an inventory of all current research performed by Canadian electric utilities, both in-house and contracted out. Persons interested in reviewing the report, which lists a broad range of topics investigated, e.g., alternative fuel sources, advanced power systems, distribution systems, economic concerns, environmental assessment, etc., may see it in ORA. One copy has been forwarded to the Department of Electrical Engineering.

Connaught deadline today
ORA will receive Connaught applications until 5 p.m. today, January 16.

How to build "a fortune" with \$1,000 a year.

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8%	6,336	15,645	49,423	122,346	279,781
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Contractually-Limited Term Appointments

Final report of the special presidential committee

Dr. John R. Evans,
President,
University of Toronto.

Dear Dr. Evans,

I am pleased to transmit to you the final report of the Special Presidential Committee on Contractually-Limited Term Appointments.

If our recommended changes to the present policy are approved either in whole or in part, it is our wish that those holding contractually-limited term appointments at the time of approval would benefit from the terms of the new policy.

I wish to express my gratitude to the members of the Committee, all of whom gave generously of their time and expertise; also a collective expression of appreciation to all who made submissions to the Committee and to Mrs. Karen Gorsline for her resource and secretarial services and to Miss Muriel Kinney for additional secretarial assistance.

Yours sincerely,
Lawrence J. Elmer,
Chairman

relating thereto held by members of the Committee, and the views of the administration) to the Governing Council. The recommendations will be presented to the Principals, Deans and Directors for comment and review, to the Academic Affairs Committee and the Governing Council for review and enactment. If changes to the recommendations are suggested by the Principals, Deans and Directors, or if amendments are proposed by the Academic Affairs Committee or the Governing Council, the suggestions or proposals will be referred to the Task

Force for consideration and comment. Not less than fifteen (15) days after this referral, the body which proposed the amendment may resume its deliberations and actions on the report, taking into consideration any comments received from the Task Force.

The University understands that both parties to the Agreement will use their best efforts to deal with this matter promptly.

Sincerely,
John Evans

Contractually-Limited Term Appointments

Terms of Reference:

The present policy of the University of Toronto on Contractually-Limited Term Appointments is stated in Sections 30 and 31 of the document, Policy and Procedures on Academic Appointments, and was approved and implemented by the Governing Council on January 21st, 1976. The relevant Sections, 30 and 31, read as follows:

Section 30:

Appointments at the rank of Assistant Professor, Associate Professor or Professor may also be made for contractually-limited terms normally not exceeding two years. In unusual circumstances such appointments may be extended with the approval of the Vice-President and Provost for a period of not more than one additional year. Such a term appointment is for a specified period and does not involve a continuing commitment by the University beyond the stated term. The procedures of Sections 1 to 5 should be followed when making term appointments, but Sections 6 to 29 do not apply. A staff member holding a contractually-limited term appointment may apply, in competition with other qualified candidates, for an appointment which carries tenure or for an appointment leading to consideration of tenure. The time spent by the staff member holding a contractually-limited term appointment will be taken into account in establishing the date for consideration of tenure, if the staff member is given an appointment leading to the consideration of tenure.

The provisions of this section will be reviewed by the Academic Affairs Committee during the academic year 1980-81. No appointments will be made under this section, effective on or after August 31, 1981, unless the review is favourable.

Section 31:

In the case of a member of the teaching staff of the Faculty of Medicine who holds a joint appointment on the active medical staff of a teaching hospital and in the case of a member of staff whose appointment is conditional on a research grant, the term of the University contract of appointment may be made concurrent with the corresponding contractual arrangement with the teaching hospital or granting agency. In no case should it be for a longer period than the corresponding contractual arrangement. Such an appointment will require the approval of the Vice-President and Provost and in no case should the term exceed five years.

To provide a contextual background and to indicate the terms of reference of this present Task Force on Contractually-Limited Term Appointments Article 5 and Appendix E of the Memorandum of Agreement between The Governing Council of the University of Toronto and The University Faculty Association dated June 1977 will be cited.

Article 5: Contractually-Limited Term Appointments

The Governing Council agrees to cause the President of the University to establish a Task Force to review the policy on Contractually-Limited Term Appointments. The Task Force will be chaired by the Vice-President and Provost or his designate, and shall consist of seven faculty members appointed by the President of the University after consultation with the Association. The Task Force will be asked to submit its recommendations not later than November 15, 1977. The provisions for the establishment and composition of the Task Force and the procedure for dealing with the recommendations of the Task Force shall be as outlined in the letter of intent from the President of the University to the President of the Association attached hereto as Appendix E.

After the procedures described in Appendix E have been followed, the resulting policies on Contractually-Limited Term Appointments shall become subject to this Agreement upon approval by both parties to this Agreement and not be changed by the University during the term of this Agreement.

Appendix E:

Dear Professor Daniels,
This letter is written pursuant to the Agreement between Governing Council and the Association to set forth the terms of reference for the Task Force on Contractually-Limited Term Appointments referred to in Article 5 of said Agreement, and the procedures for dealing with its recommendations.

The terms of reference of the Task Force are to consider, appraise, and make recommendations pertaining to the policy on Contractually-Limited Term Appointments.

The President of the University undertakes that after he has received the report of the Task Force to review the policy on Contractually-Limited Term Appointments he will transmit the recommendations (including any minority views

Introduction

The committee's understanding of the current usage of the term, Contractually-Limited Term Appointment, is as follows: a full time academic appointment of twelve months or longer, at the rank of Assistant Professor, Associate Professor or Professor which carries no implication of renewal or continuation beyond the stated term and no implication that the appointee shall be considered for tenure. Among the academic appointments excluded from consideration are all tenure, tenure stream, *bona fide* Visiting, Senior Tutor and Tutor, Lecturer, sessional and part time appointments. There may also be specific instances of exclusion in the case of members of the teaching staff in the Faculty of Medicine who hold joint appointments on the active medical staff of a teaching hospital. Such joint appointments at times may exceed five years.

It should be noted that underlying this report is our firm belief that, given the present tenure stream system, the normal route to entry into a full-time, continuing, academic appointment in this University should be by way of the tenure stream rather than by contractually-limited term appointments.

One of the very great strengths of this University has been its ability to achieve and maintain unity amidst great diversity. Yet this pluralistic structure renders impossible the task of articulating a simple or complex set of norms, with reference to contractually-limited term appointments, which would be universally applicable. Indeed the use of and attitude toward this category of appointment varies widely from one part of the University to another. In some areas such appointments are necessary and desirable in themselves and freely chosen by all concerned. Here an inability to make contractually-limited term appointments (henceforth referred to as CLTAs) would deal a serious blow to courses, programs, research etc. In other areas they are regarded as unwarranted and unwanted, and their continued misuse would represent a serious threat to the quality and excellence of education.

Statistical information

The Committee originally intended to present statistical information on CLTAs over the short period since their official inception in 1975: for example, information on the number of such appointments made each year, length of appointment, renewals, distribution among divisions, reasons for the use of CLTAs rather than other types of appointments, and conversions from CLTAs to tenure stream. This data when

In most other sectors of the University they are perceived as generally undesirable but unfortunately necessary in a period of financial constraint.

A major difficulty affecting the work of the task force was the fact that this category of academic appointments has much too short a history to permit any reliable assessments of trends, patterns, effects on excellence etc. The present category of and policy regarding CLTAs did not exist prior to 1975, and consequently the data available are of necessity confined to a three year period. And in fact the most reasonably accurate and useful data available are for the year 1977-78, and these required special and arduous preparation for the committee. The data for 1976-77 are less reliable for the purposes of this report. Consequently in the course of this report, while observations will be made regarding uses and abuses of this type of appointment, little time will be devoted to an analysis or interpretation of statistical data and only a very limited number of observations will be made on this data.

A few final prefatory remarks should be made. First, lurking in the background of discussion has been the ominous presence of budgetary concerns and the often weighty arguments in support of budget flexibility. Second, in the preparation for drafting this report all academic sectors of the University were canvassed both through public advertisements and through notices sent to all principals, deans and directors. In addition, the committee members have been involved in both individual and group discussions. To date the committee has met on 11 occasions and has received 27 written submissions.

This report will attempt to identify some of the appropriate uses of CLTAs and the positive effects which follow; it will also highlight some of the abuses and their deleterious effects. Finally, in an effort to encourage appropriate use and discourage inappropriate use, some changes to present policy will be recommended.

compared to data on tenure stream appointments, total staff complement, retirements, in-service deaths and resignations, would have helped us to assess the extent of the use of CLTAs instead of tenure stream appointments over the past three years. As pointed out in the introduction, it has not been possible to collect and assess as much information as might be desirable;

Continued on Page 7

however, data that are available have been reviewed and condensed and are reported in the four tables attached as appendices to this report.

Table 1 indicates that for 1977/78 36 new tenure/tenure stream appointments and 28 CLT appointments were made with distribution among divisions as shown. Equivalent data available for 1976/77 were not sufficiently detailed to be reported in the same format, but the totals are given.

Table 2 provides as background information the total full-time staff complement and its distribution by division and by status. The number of CLTAs (as defined in this report) in the University at present cannot be stated accurately from this information. The non-tenure status column in Table 2 is further detailed in Table 3.

Table 3 provides further information concerning the non-tenure column in Table 2. The appointments in Medicine are deliberately excluded from this table; the situation in the Faculty of Medicine is special in that it has had many clinical staff with non-tenure status even before the inception of CLTAs. Table 3 indicates that in other divisions of the University there are 103 members of the staff who can be presumed to have CLT appointments. Table 1 shows that 28 of

these staff members were appointed for the first time for 1977/78. While it is still true that historical trends cannot be drawn from these tables, the data in Table 3, in conjunction with Table 2, show that the percentage of CLTA staff at Erindale and Scarborough is presently about double the University average.

Table 4 provides information on projected retirements of full time academic staff. Sixteen retirements occurred at the end of 1976/77. The number of staff leaving the University in 1976/77 through resignation or death is not known. Because of changes in the method of reporting it is not possible to obtain the number of total staff changes from year to year by comparing Table 2 to its equivalent of earlier years.

It is recommended that statistical data be provided annually in the form of Tables 1, 2 and 3, and, in addition, the number of retirements, resignations and in-service deaths each year. Also, detailed records specific to non-tenure stream professional appointments, such as length of appointments, renewals and conversion to tenure stream, should be kept. This will provide a useful mechanism for future monitoring of CLTAs.

Table 1 — Appointments of newly-hired full-time academics, 1977-78*

Division	Tenured/ Tenure Stream <i>See note below</i>	CLTA Professorial Rank ≥ 12 month appt.	Other**	Visiting
Arts & Science (Excl. Scarb. & Erin.)	9	8	21	8
Erindale	8	6	8	2
Scarborough	3	7	5	4
Engineering	3	1	1	1
School of Grad. Studs. & Cent.	0	0	0	1
Medicine	4	4	13	1
Other	9	2	11	5
TOTAL 1977-78	36	28	59	22
TOTAL 1976-77	31	(70***)		

*Based on October, 1977, payroll data, ledgers 1 & 2 only, full-time staff appointed for the first time July 1, 1977 or later.

**Other, includes non-tenured ranks below Assistant Professor and full-time appointments of less than 12 months' duration.

***Only sum of CLTA and Other available.

Note: In addition, departments have reported that there are a number of academic staff who were previously employed with non-tenure stream status but were given tenure stream appointments for 1977-78: Arts & Science 6, Scarborough 8, and Erindale 3. Information on other areas not available at this time.

Table 2 — Full-Time Professorial Staff Distribution 1977-78†

Division	Total No.	Tenured No. (%)	Tenure stream No. (%)	Non-tenure No. (%)
Arts & Science (Excl. Erindale & Scarborough)	691	586 (84.8)	57 (7.4)	54 (7.8)
Erindale	173	103 (59.5)	42 (24.3)	28 (16.2)
Scarborough	173	111 (64.2)	35 (20.2)	27 (15.6)
• Appl. Sci. & Eng.	167	139 (83.2)	22 (13.2)	6 (3.6)
• Architecture	16	11 (68.8)	2 (12.5)	3 (18.7)
• Dentistry	45	29 (64.4)	13 (28.9)	3 (6.7)
• Education	103	83 (80.6)	17 (16.5)	3 (2.9)
• Forestry & Land- scape Architect.	25	18 (72.0)	6 (24.0)	1 (4.0)
• Law	26	18 (69.2)	7 (26.9)	1 (3.9)
• Library Science	21	16 (76.2)	5 (23.8)	0 0
• Management Studies	28	21 (75.0)	4 (14.3)	3 (10.7)
• Medicine	520	150 (28.9)	35 (6.7)	335 (64.4)
• Music	31	24 (77.4)	4 (44.4)	3 (9.7)
• Nursing	23	14 (60.9)	9 (39.1)	0 (0)
• Pharmacy	19	15 (79.0)	2 (10.5)	2 (10.5)
• Physical Health Ed.	9	5 (55.6)	4 (12.9)	0 0
• Social Work	30	20 (66.7)	10 (33.3)	0 0
• Graduate Institutes	24	20 (83.3)	1 (4.2)	3 (12.5)
• Other	5	2	0	3
TOTAL	2129	1385 (65.1)	269 (12.6)	475 (22.3)
TOTAL (Excl. Medicine)	1609	1235 (76.8)	234 (14.5)	140 (8.7)

*Total of Professional Faculties other than Health Sciences 447 350 (78.3) 77 (17.2) 20 (4.5)

† This includes the ranks of Assistant, Associate and Professor who are full-time staff. Data source, Ledgers 1 and 2 minor codes 9, 10, 11 as per September 1977 payroll.

Uses, abuses and their effects

In the course of our discussions it soon became clear that CLTAs are neither good nor bad in themselves, but can have good or bad results, for both the University and the appointees, depending on their application. Appropriate uses can in general be defined in terms of responding to short-term needs; inappropriate uses stem largely from budgetary expediency.

Abuses and negative effects on CLTAs
Abuses of CLTAs occur when such appointments are used solely as substitutes for tenure stream appointments, in order to maximize future budgetary flexibility. The negative effects of such appointments can be many, especially when CLT appointees begin to fill a significant proportion of places in any one subject area, college, division, etc. Where in normal budgetary times tenure-stream appointments would have been made, the use instead of CLTAs may lead to instability in teaching and research programs because of continual staff turnover. Inappropriately-made CLTAs may also sap faculty morale as the permanent faculty "grows old together" and the junior faculty, insecure and rootless, constantly shifts in make-up and is unable or sometimes understandably unwilling to expend a great deal of time or energy on the on-going life of the University. Continued use of CLTAs would in time place a heavier administrative burden (committee work, planning, policy supervision, etc.) on the permanent faculty, since short-term appointees neither can be expected to pick up the same administrative load as regular tenure-stream appointees nor will necessarily have the experience to do so; also they may often lead, especially in the sciences, to an unproductive conservatism — an unwillingness to take exploratory risks. In other ways too they may be academically unsound; in some subject areas (where the job market is not desperately tight) often failing to attract more highly qualified candidates who quite naturally tend to gravitate toward tenure or tenure-stream positions elsewhere; and often making it impossible for appointees, because of their limited time on campus, to undertake supervision of graduate students, or to apply successfully to external bodies for research grants. Finally, they have hidden financial costs, which can be extensive, in that they necessitate a large expenditure of time and money by the University, in the search process, for appointments which normally last only one or two years and at most three to five years.

CLTAs also tend to have a demoralizing effect on many appointees. The present arrangement of a one or two year appointment creates an ethos of insecurity because of both the unfamiliarity of the present and the uncertainty of tomorrow — the appointee being barely settled yet already searching for the next position. Under such circumstances it becomes psychologically difficult to concentrate on the work at

hand and thereby make an effective academic contribution.

While short term appointments of one or two years may engender insecurity, those of a somewhat longer duration may instill false hopes for the future. The need, at the time of the initial appointment, for absolute candor and clarity regarding the nature of the appointment is manifest. These factors must be weighed carefully in the formation of a policy statement; and in the practical application of policy attention must be paid to the humane treatment of the appointee as well as to the needs of the University.

In short: any on-going teaching and research programs of the University which attempt to rely in any major way on CLTAs, when what is wanted and needed are tenure-stream appointments, are programs which are virtually certain to suffer a quality loss, and the appointees concerned may well feel that they are not acquiring academic experience which will be useful to them in the future but that they are being exploited in what for the University is a "buyer's market": a time of extreme scarcity of academic positions throughout North America and of ready availability — in many fields — of well-qualified candidates.

Appropriate Uses and Positive Effects of CLTAs

CLTAs can, however, be appropriately used, with good results, in specific instances of short-term need. Such instances would include the temporary replacement of permanent faculty members on sabbatical leave, sick leave, reduced load, etc. (such CLTAs would normally be for one year only, or two years at most.) CLTAs can also be appropriately used to meet teaching needs in new, experimental courses or programs, the long-term future of which is yet to be appraised (if the University or division decides in the end to proceed with the courses or programs, on a regular basis, the CLT positions should be converted to tenure-stream positions); they can also be useful in meeting teaching needs in programs which are being phased out, or the future of which is in doubt (in the latter case, a final decision on the program(s) concerned should be made within three to five years,

Continued on Page 8

Table 4
Projected academic retirements*

Years of Retirement	Number of Retirements
1977-1982	107
1983-1987	169
1988-1992	231
1993-1997	271
1998-2002	303
2003-2007	342
2008-2012	197
2013-2017	34

*Projection is based on age of professorial staff holding tenured/tenure-stream appointments — Data source — September, 1977, payroll data base, ledgers 1 & 2, minor codes 10 & 11.

Table 3 — Distribution of non-tenured professorial staff*

Division	CLTA Professorial Ranks ≥ 12 mo. appointments	Visiting	Other**
Arts & Science (Excl. Scarb. & Erin.)	33	18	3
Erindale	25	2	1
Scarborough	23	4	0
Engineering	4	2	0
SGS & Centres	2	1	0
Other	16	6	0
	103	33	4

*Based on November 1977 payroll data base, Ledgers 1 & 2
**Other includes professorial appointments of less than 12 months duration. Personnel Dept. December 15, 1977

and the temporary teaching positions accordingly terminated or converted to tenure-stream positions). They may be used to staff or to support some courses in professional programs with practising professionals who are willing to enter the University full time only for a short period, to enrich programs with their particular expertise, before returning full-time to their regular practices; they may be used to staff regular courses in cases of large and unexpected fluctuations in student interests and enrolments, where future trends are in doubt. In addition they are invaluable for the filling, as a stop-gap measure, of other positions of various kinds which will exist only for one to five years: for example (a) a position for which a tenure-stream appointment can be made but for which no suitably qualified candidate has yet been found, (b) positions existing because budgetary constraints have created a need for departmental reorganization of the teaching program and redeployment of the permanent staff, and where the re-orienting process will take several years to complete, during which time certain teaching needs must be met by temporary appointees.

All concerned must understand the short-term nature of the appointments; and as long as the short-term need is genuinely short-term, CLTAs can have under such circumstances a number of positive effects. They can attract into the University's professional programs, for limited periods of time, highly qualified professionals who would otherwise not connect themselves full time with the University; in both professional and

academic programs they can bring into the various subject areas a changing stream of individuals with different and stimulating interests and areas of expertise to enrich both research and teaching programs: they can attract highly competent researchers for limited-term research projects; they can provide aspiring academics, in a time of limited job opportunities, with useful academic experience; they allow the necessary flexibility for rapid adjustment to fluctuations in student interests and course enrolments; they provide departments, faculties, colleges, etc., and the University as a whole, with the general budgetary flexibility, year by year, so much needed in the present time of financial uncertainty. In short, they can work well, both in happy situations such as those involving full-time professionals desiring full-time University service for only a few years, and in unhappy situations involving, for example, departmental reorganization brought on by budgetary necessity: but the important point in their appropriate use is that they be seen by all concerned as short-term measures, and that they in no circumstances be used to meet long-term, continuing needs which should be met either by tenure-stream appointments or by reorganization of existing resources.

The following proposed changes in the University's policy on CLTAs are intended to help minimize the disadvantages of CLTAs. However, it must be recognized that no system or policy exists which cannot be abused, and the proposed new policy should be read in light of the preceding comments on the abuses and appropriate uses of CLTAs.

Proposed policy

Section 30

Full-time appointments at the rank of Assistant Professor, Associate Professor or Professor may also be made for contractually-limited terms normally of one, two or three years' duration. Where circumstances justify and with the approval of the Vice-President and Provost, an extension may be granted. The option to extend may be exercised only once and then not to exceed a total maximum of five years. In those instances where the somewhat unusual circumstances of positions warrant, an initial appointment may be made for a period of up to five years. For any initial appointment of more than three years, the approval of the Vice-President and Provost is required. In no case may the term specified together with any subsequent extension exceed five years. Such a term appointment is for a specified period and does not involve a continuing commitment by the University beyond the term stated. Notice of termination must be given by December 31 of the final appointment year. The procedures of Sections 1 to 5 should be followed when making term appointments, but Sections 6 to 29 do not apply. A staff member holding a contractually-limited term appointment may apply, in competition with other qualified candidates, for an appointment which carries tenure or for an appointment leading to consideration of tenure. The time spent by the staff

member holding a contractually-limited term appointment will be taken into account in establishing the date for consideration of tenure, if the staff member is given an appointment leading to consideration of tenure. In such instances the staff member and the appropriate division will agree to the manner of converting years of contractually-limited service to probationary years for tenure consideration.

Necessary statistical data will be compiled annually and the provisions of this section will be reviewed annually by the Joint Committee of the Faculty Association and the University.

A copy of this policy will be given to each appointee at the time of initial appointment.

Section 31. Delete.

December 15, 1977

Respectfully submitted by:
Professor L.J. Elmer (Chairman)
Religious Studies; Professor A.C. Lancashire, *English*; Principal J.E. Foley, *Scarborough College*; Professor S. McLean, *Chemistry*; Professor J.A. Graff *Philosophy*; Doctor L. Siminovitch, *Faculty of Medicine*; Professor G.W. Heinke, *Civil Engineering*; Professor J.E. Smyth, *Political Economy*.

Present Policy (Section 30)	Proposed Policy	Comments
"Appointments at the rank of Assistant Professor, Associate Professor or Professor may also be made for contractually-limited terms	Full-time appointments at the rank of Assistant Professor, Associate Professor or Professor may also be made for contractually-limited terms	"Lecturers" are not included here since they are treated in Sections 6 and 7, The Probationary Period. To include them here in Section 30 would seriously restrict the number of years of annual appointment. Sessional appointments are also excluded since the expectation of research, publication, etc. associated with the professorial rank does not normally apply.
"normally not exceeding two years.	normally of one, two or three years duration.	A somewhat longer term may attract a larger number of qualified candidates, provide greater continuity, and offer a better opportunity for the appointee's academic development and productivity.
"In unusual circumstances such appointments may be extended with the approval of the Vice-President and Provost for a period of not more than one additional year.	Where circumstances justify and with the approval of the Vice-President and Provost, an extension may be exercised only once and then not to exceed a total maximum of five years.	When the appointee has acquitted himself/herself in a highly satisfactory way, and where the circumstances warrant, renewability of the appointment should be possible. The once only renewable clause should encourage careful planning before the initial or subsequent appointment is made. A series of one year appointments generally inflicts unnecessary hardships on the appointee and detracts from the effectiveness of the appointment.
	In those instances where the somewhat unusual circumstances of the positions warrant, an initial appointment may be made for a period of up to five years. For any initial appointment of more than three years, the approval of the Vice-President and Provost is required. In no case may the term specified together with any subsequent extension exceed five years.	Section 31 of the present policy is incorporated here and extended beyond the Faculty of Medicine to other instances where grants or temporary need may indicate the appropriateness of a period of more than three years. In such cases, because of the protracted commitment of University resources, the approval of the authority responsible for all academic areas of the University should be required.
"Such a term appointment is for a specified period and does not involve a continuing commitment by the University beyond the term stated.	Such a term appointment is for a specified period and does not involve a continuing commitment by the University beyond the term stated. Notice of termination must be given by Dec. 31 of the final appointment year.	The terminal nature of these appointments must be made perfectly clear at the time of the initial appointment and any subsequent extension.
"The procedures of Sections 1 to 5 should be followed when making term appointments, but Sections 6-29 do not apply.	Same	
"A staff member holding a contractually-limited term appointment may apply, in competition with other qualified candidates, for an appointment which carries tenure or for an appointment leading to consideration of tenure.	Same	
"The time spent by the staff member holding a contractually-limited term appointment will be taken into account in establishing the date for consideration of tenure, if the staff member is given an appointment leading to the consideration of tenure.	Same	
	In such instances, the staff member and the appropriate division will agree to the manner of converting years of contractually-limited service to probationary years for tenure consideration.	While not stated in the present policy this agrees with present practice.
"The provisions of this section will be reviewed by the Academic Affairs Committee during the Academic year 1980-81. No appointments will be made under this section, effective on or after August 31, 1981, unless the review is favourable."	Necessary statistical data will be compiled annually and the provisions of this section will be reviewed annually by the Joint Committee of the Faculty Association and the University.	The present review was seriously handicapped by the lack of appropriate data and useful formats. An annual review will provide a careful monitoring of a highly sensitive area.
	A copy of this policy will be given to each appointee at the time of initial appointment.	

The Governing Council of the University of Toronto

Election

The following are excerpts from *Election Guidelines 1978*, a document setting out the procedures for the Elections to the Governing Council discussed below. Copies of the complete *Election Guidelines 1978* are available from the Governing Council Secretariat, telephone 978-6576, where any additional enquiries may also be directed.

The election shall be by mailed ballot, and information regarding balloting procedures will be published at a later date.

Prospective candidates are urged to obtain nominating forms and copies of the complete regulations as soon as possible.

Authority

for the conduct of the election

The election is conducted by the Governing Council under the authority of the *University of Toronto Act, 1971*.

Description of constituencies in which elections are required

"Teaching Staff" means the employees of the University, University College, the constituent colleges and the federated universities who hold the academic rank of professor, associate professor, assistant professor, full-time lecturer or part-time lecturer unless such part-time lecturer is registered as a student. ("Lecturer" includes associates and clinical teachers in the Faculty of Medicine, and associates in the Faculty of Dentistry. The categories of tutor and senior tutor are considered equivalent to that of "lecturer for purposes of Governing Council elections only".)

Teaching Staff Constituencies:

In all cases a teaching staff member's constituency will be determined on the basis of his major teaching appointment to a faculty, college or school. Only in the case of a teaching staff member without a teaching appointment to a faculty, college or school, will his constituency be determined by another appointment. Teaching staff who hold a concurrent non-academic or academic non-teaching appointment will vote in the appropriate teaching staff constituency.

Constituency IC

all teaching staff members in the Faculty of Arts and Science who hold their major appointments in the Departments of Classics, English, French, German, Near Eastern Studies, East Asian Studies, Middle East and Islamic Studies, Italian Studies, Hispanic Studies, Slavic Languages and Literatures, Sanskrit and Indian Studies, Fine Art and Linguistics (excluding those who are members of Constituency IA or IB)

Henry Auster — term expires June 30, 1979.

Constituency ID — 1 seat

For which an election is required

all teaching staff members in the Faculty of Arts and Science who hold their major appointments in the Departments of Anthropology, Geography, History, Philosophy, Political Economy, Sociology, Psychology and Religious Studies (excluding those who are members of Constituency IA or Constituency IB)

B. Kovrig — term expires June 30, 1978

Constituency IE — 1 seat

all teaching staff members in the Faculty of Arts and Science who hold their major appointments in the Departments of Astronomy, Chemistry, Computer Science, Geology, Mathematics, Physics, Botany and Zoology (excluding those who are members of Constituency IB)

M.W. Lister — term expires June 30, 1980

Constituency IF — 1 seat

For which an election is required

all teaching staff who are members of Constituencies IC, ID, or IE

J.M. Bliss — term expires June 30, 1978

Constituency V — 1 seat

For which an election is required

all teaching staff members in the School of Architecture, Faculty of Management Studies, Faculty of Forestry and Landscape Architecture, Faculty of Law, Faculty of Music and the Faculty of Social Work

W.B. Coutts — term expires June 30, 1978

Constituency VI — 1 seat

For which an election is required

all teaching staff members in the Faculty of Education, Graduate Department of Educational Theory and Faculty of Library Science

G.A. Reid — term expires June 30, 1978

"Graduate Student" means all students registered in the School of Graduate Studies.

Graduate Student Constituencies:

Constituency I — 1 seat

For which an election is required

all students in Division I (Humanities) of the School of Graduate Studies; Division II (Social Sciences) of the School of Graduate Studies, with the exception of the Graduate Department of Educational Theory

C. Rogers — term expires June 30, 1978

Constituency II — 1 seat

For which an election is required

all students in the Graduate Department of Educational Theory; Division III (Physical Sciences) of the School of Graduate Studies; Division IV (Life Sciences) of the School of Graduate Studies

D. Pattison — term expires June 30, 1978

"Full-Time Undergraduate Student" means all students registered at the University in a program of full-time study who are not registered in the School of Graduate Studies. All students in Arts and Science, on all campuses, for electoral purposes, will be considered full-time if enrolled in four or more courses, including students at Scarborough College.

Full-Time Undergraduate Student Constituencies:

Constituency I - 2 seats

For which an election is required

all students registered in the Faculty of Arts and Science including Erindale College and students at Scarborough College

D.A. Kennedy and P.A. Ryan — terms expire June 30, 1978

Constituency II — 2 seats

For which an election is required

all students registered in the Faculty of Dentistry, Faculty of Food Sciences, Faculty of Nursing, Faculty of Medicine, Faculty of Pharmacy, School of Physical and Health Education, Faculty of Education, Faculty of Applied Science and Engineering, School of Architecture, Faculty of Forestry and Landscape Architecture, Faculty of Law, Faculty of Music, Faculty of Management Studies and the Faculty of Social Work (with the proviso that both members elected in Constituency II not be registered in the same faculty or school, and that in the event that a member elected while registered in one faculty or school later registers in the faculty or school in which the other elected member is

registered, the transferring member shall resign his seat)

P. Neilson and M.E. Treacy — terms expire June 30, 1978

"Part-Time Undergraduate Student" means all students registered at the University in a program of part-time study who are not registered in the School of Graduate Studies. All students in Arts and Science, on all campuses, will be considered part-time if enrolled in less than four courses, including students at Scarborough College.

Part-Time Undergraduate Student Constituency:

Constituency I — 2 seats

For which an election is required

all part-time undergraduate students

S.M. Jolley and F. Salazar — terms expire June 30, 1978

Terms of Office

Administrative staff — three years

Students — one year

Teaching staff — three years

Nominations

Nomination period and deadline

Nomination forms will be available at the Governing Council Secretariat, Room 106, Simcoe Hall, and at registrars' offices at Scarborough College and Erindale College. Nominations for four teaching staff and eight student seats will be open on Monday, January 16 at 9 a.m. and remain open until Friday, January 27 at 12 noon. Nomination papers must be filed at the Governing Council Secretariat and nominations received elsewhere or after that time will be invalid.

ii) Errors or irregularities in nominations

The onus is on the person nominated for election to file a bona fide nomination paper. Errors or irregularities in these papers constitute grounds for rejection of the nomination. Such errors or irregularities may be corrected prior to the close of nominations or during the time allotted in the correction period. The Governing Council Secretariat will attempt to notify candidates of the existence of any errors during this period, but is not bound to do so. *Candidates are advised to complete and submit their nomination forms early in the nomination period.*

iii) Eligibility of nominators

All nominators must be members of the same constituency as the nominee. A nominator may not nominate more candidates for election than there are seats vacant in his constituency.

iv) Nomination signatures

Nominations for teaching staff seats must contain the signatures of 10 nominators, each indicating their *printed full name and department*.

Nominations for graduate student seats must contain the signatures of 15 nominators, each indicating their *printed full name and student number*.

Nominations for full-time undergraduate student seats must contain the signatures of 30 nominators, each indicating their *printed full name and student number*.

Nominations for part-time undergraduate student seats must contain the signatures of 15 nominators, each indicating their *printed full name and student number*.

v) Citizenship

Any person nominated as a candidate must be a Canadian citizen at the time of nomination if his candidacy is to be acceptable. Documentary evidence of Canadian citizenship must be presented with each nomination form for examination in the Governing Council Secretariat.

Regulations

i) Irregularities

An irregularity which does not or is not reasonably likely to affect the outcome of the election shall not invalidate the election.

ii) Resignation for ineligibility

A successful candidate must resign his seat at any time he ceases to meet the eligibility requirements for that seat.

Powers and Duties of the Governing Council

a) The University of Toronto Act, 1971 vests in the Governing Council the government, management and control of the University and of University College, and property, revenues, business and affairs thereof, and the powers and duties of the former Board of Governors and Senate of the University

b) Committees

In view of the size and complexity of the University and the extensive duties of the Governing Council, it has delegated many of its review powers to working committees. In addition to an Executive Committee, the Council has established an Academic Affairs Committee, a Business Affairs Committee, an External Affairs Committee, an Internal Affairs Committee and a Planning and Resources Committee. Members of Council normally sit on at least one of these committees.

1978

Governing Council Election Schedule

Nominations open
Nominations close
Announcement of irregular nominations
Filing of corrected papers
Announcement of candidates
Filing of intention to appeal
Appeals completed
Reading Week
Announcement of additional candidates
Mailing of ballot papers
Close of election
Announcement of results
Deadline for receipt of election expenses
Deadline for recount request

Monday, January 16, 9 a.m.
Friday, January 27, 12 noon
Monday, February 6, 12 noon
Tuesday, February 7, 5 p.m.
Thursday, February 9, 12 noon
Thursday, February 9, 5 p.m.
Friday, February 10, 5 p.m.
February 13-17
Monday, February 20, 12 noon
Friday, March 3
Thursday, March 16, 12 noon
Thursday, March 23
Thursday, March 30
Thursday, April 6

In Memoriam

Allan Robb Fleming

Allan Robb Fleming, chief designer at U of T Press from 1968 to 1975, died Saturday, Dec. 31 at the Toronto General Hospital. Fleming was 48.

Perhaps best known for his design of Canadian National's curving one-line logo, Fleming also designed symbols for Gray Coach Lines, Torstar, Ontario Hydro, the Toronto Symphony, the Metropolitan Toronto School Board, and other major institutions.

Fleming's book designs, like his advertising work, covered a vast range, from *Canada: A Year of the Land* (1967) to *The Correspondence of Erasmus* (1974),

a major U of T project to which Fleming's design gave distinction.

Fleming has been termed "the most influential and important figure in Canadian graphic design". He was the first fellow of the Graphic Designers of Canada and a member of the Royal Canadian Academy. In 1976 and 1977 the Vancouver Art Gallery and the Art Gallery of Ontario showed a retrospective exhibition of 20 years of Fleming's work. He was the only Canadian graphic designer ever to have been so honoured.

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Forum

Teacher as well as writer

We were delighted to learn that Roger Greenwald is one of the winners of the prestigious Norma Epstein National Creative Writing Competition for 1977. Your item neglected to mention that Mr. Greenwald, who is a candidate for the Ph.D. in English at U of T, is also a member of Innis College's teaching staff. He established the creative writing program which we offer through our

Writing Laboratory; as director of that program he leads the Innis College writers' workshop and edits *WRIT* magazine, which he founded in 1970. We extend our congratulations to him.

W.G. Saywell, Principal, Innis College
Evelyn Cotter, Director,
Writing Laboratory, Innis College

Aid sought for staff member

Mrs. Anne Leggat, a long-time University employee, recently lost through fire two members of her immediate family, with a third member still in hospital. She suffered a complete loss of her residence and its contents.

Account number 53722 has been opened at the Royal Bank in Hydro Place for her benefit, with Gwen Russell, Charlotte Turnbull and Anna Jamieson of

the University of Toronto Staff Association as trustees. Contributions are being asked for from staff, faculty and students.

Anna Jamieson
Institute of Biomedical Engineering,
and University of Toronto Staff
Association.

Alumni nominations sought

D.C. Appleton, Trinity 4T7, chairman of the College of Electors, has issued a call for nominations for three alumni representatives on the University's Governing Council, to serve terms from July 1, 1978 to June 30, 1981.

The College of Electors, which numbers approximately 50 and represents constituent associations of the Alumni Association, will elect the three representatives from among those nominated.

The deadline for nominations is noon on Friday, *February 24*.

A candidate must be an alumnus of the University and must not be a member of the teaching staff or a student in the University; must be willing to attend frequent meetings of the Governing Council and its committees; and must be a Canadian citizen.

The *University of Toronto Act, 1971* defines alumni as "persons who have received degrees, diplomas or certificates from the University, a federated university or a federated or affiliated college, and persons who have completed

one year of full-time studies towards such a degree, diploma or certificate and are no longer registered."

The candidate and his or her nominators must send the following information to the Secretary, College of Electors, Room 106, Simcoe Hall, University of Toronto, Toronto M5S 1A1:

1. Candidate's name (maiden name where applicable); year of birth; year of graduation or years of attendance; college, faculty or school; address and telephone number.
2. The signatures of 10 nominators (who must be alumni of the University), supporting the candidate. The nominators must include their names (maiden names); year of graduation, or years of attendance; college, faculty or school; address and telephone number.
3. The candidate's written consent to stand for election, over his or her signature.
4. A biographical sketch of the candidate, which should include the following information: (1) degrees, diplomas or certificates obtained — from what university — year; (2) past involvement in the University (i.e. student affairs, alumni associations, other committees, etc.); (3) business or profession; (4) community involvement; (5) place of normal residence; (6) candidates are encouraged to make any statement(s) about their candidacy they deem appropriate; (7) any additional information the candidate may think pertinent.

The three open seats up for election (there are five others) are now held by John G. Cowan, B.A.Sc., Engineering 6T1; Patti Philip Fleury, Dip. P.O.T., Medicine 5T8; Frances Jones, B.A., Trinity 3T2. All three are eligible for nomination again.

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Books

Rape in its social context

Rape: The price of coercive sexuality

Loranne Clark and Debra Lewis
The Women's Press

Professor Clark is cross-appointed to the Department of Philosophy and the Centre of Criminology. Debra Lewis is a researcher at the Centre of Criminology.

This first book on rape in Canada has the virtue of being written so that the general public, especially the public at risk, can clearly understand the issues. It has the weakness of trying to debate almost every issue in 200 pages with the best available, but still precious little, data.

The stunning finding of this study of 116 reported rapes in Toronto in 1970 is not the incidence of rape (which can only be estimated, and the authors do so in a conservative fashion) but the horror of the social and justice systems into which the reporting victim enters. The almost ritualistic punishment of both victim and rapist transgresses the common sense view of what constitutes justice.

A new appreciation emerges of the frustrations of the police working in this field. Police turn out to be the victim's best friend in a society where being a victim of rape is a stigma. Using their Toronto cases, the authors describe the times, location and other aspects of this crime, in addition to the characteristics of victims and rapists. They interpret psychological theories, "blaming the victim" and other relevant explanations

of rape with incisive critical commentary.

Putting the discussion of rape into a social context, Clark and Lewis ask why our society puts up with this travesty of justice toward rape victims. Their explanation is that contained within the moral premises of Canadian society is the idea that women are the sexual property of men, rape is a violation of a father or husband's private property, and if the property is not private, then rape has not taken place.

This theory of sexual property is a familiar one in feminist literature operating more at the level of folklore than of substantiated argument. For a sociologist, it is impossible to believe that there is not anthropological evidence to be weighed, historical variations to be considered, and modifications of class relations to be debated. It is in this key explanation that the authors come up against a formidable lack of evidence.

They may, however, be correct in their theory and they have most certainly written the cornerstone book for the study of not only rape but the relationship of women to the Canadian criminal justice system.

Lorna R. Marsden
Department of Sociology

Relations with the media may be easier with these guidelines

Public awareness of the University of Toronto's policies, plans and programs can be improved by providing helpful information to the various news media. The Department of Information Services acts as a liaison with members of the faculty and staff and the media. For example, the *Bulletin* and the *Graduate* are distributed regularly to print and TV outlets in Toronto and its suburbs and further afield. News releases accompany this delivery or are sent separately, depending on the circumstances.

The department's Public Relations office arranges news conferences and a wide range of interviews in all media. It provides publicity counselling for special events, and responds to requests for speakers.

Reporters and broadcast producers may call you directly for comments and information. Proper and prompt handling of press queries encourages reporters to seek information from University of Toronto sources and builds mutual respect and goodwill between the University and the media. For these reasons, we have prepared media guidelines which we hope you will find helpful.

Guidelines for responding to media queries

- make a note of the reporter's name, the publication, station affiliation or program title, and the purpose of the story.

- assess whether or not you wish to answer the questions. If you are unsure, tell the reporter you will call back shortly. In the meantime, you may wish to prepare for the questions or find another, more appropriate person to respond. If possible, clear this first before you give other names to the reporter.

- start from the assumption that most journalists want to give a balanced, fair report. However, should undue bias on the part of the reporter become evident, there is no need to submit to an interview which causes you anxiety.

- normally, you are expected to comment only on the matters within your area of expertise, and you are under no obligation to offer personal opinions. If you do offer your opinion, make certain the reporter understands you are not speaking for your colleagues or for the University.

- if you wish to answer questions, you may prefer to prepare a written statement, keeping one on file for future reference. For telephone and face-to-face interviews marshal your thoughts on paper first.

- be as objective as possible when being interviewed. Be firm, positive, and "in command" of your information. If you do not wish to comment, do not hesitate to tell the reporter and refer him or her to the Department of Information Services. If you are in doubt about the interview, it is prudent to check with Information Services about procedure.

- there is no such thing as "off the record". Declaring yourself to be talking "off the record" — even on social occasions — puts a journalist on the spot, as the same information may be relayed through another source. Nor can you expect to remain an anonymous "spokesman". If you do not wish your name to be used, you should clarify this before talking to the reporter.

- a newsmen is under no obligation to check his copy with you. However, for the sake of accuracy, when scientific or technical data are involved, you might suggest the reporter refer to you for checking prior to publication.

- when an interview is for broadcast, only the barest essentials can be reported. Keep your answers short and to the point.

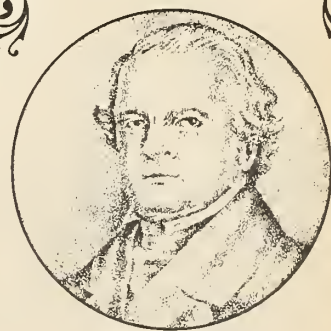
- if you are asked to be interviewed on film, please request the producer to check with the Public Relations office, 978-2103, which is familiar with the various programs. The filming of a brief newscast item can be a lengthy, complicated procedure. Often, it is preferable to go to the station's TV studio for an in-depth interview.

- when being interviewed on radio or television, please bear in mind that it is helpful to identify the University of Toronto by name whenever possible. Simply mentioning "the university" can prove confusing to an audience which might identify with their local institution of higher learning, or wonder which university is being referred to when there is more than one in a community. It is best to be specific in your phrasing, as in, "Here at the University of Toronto, our research shows etc..."

- it would be helpful to receive a report from you on your media interviews, noting the topic involved.

If you wish editorial or media relations assistance, please contact the Department of Information Services. For assistance with external media, contact Elizabeth Wilson, Director, Information Services, 978-2106 or Nona Macdonald, Public Relations Manager, 978-2103. For *Bulletin* or *Graduate* stories, contact Don Evans, Editor, 978-2104.

THE CHANCELLORS



Sir Charles Metcalfe
1843-45

On March 30, 1843, Sir Charles Metcalfe succeeded Sir Charles Bagot as Governor-General and became the seventh Chancellor of the University.

Metcalfe was born in Calcutta, India, in 1785, the son of a major in the Bengal army. He was educated at Eton, and while there displayed considerable scholarly ability and distaste for sports — two traits which distinguished him from the herd of English schoolboys.

In 1801, he entered the Indian Civil Service, where he remained until 1838. The following year he became Governor of Jamaica and in 1843, Governor-General of British North America.

He carried on his administration in a style adopted by Sydenham — that of presiding at the meetings of the executive council. Metcalfe left Canada in November, 1845 and died in England in 1846.

As the University's seventh Chancellor, Sir Charles Metcalfe impressed all by his charity and generosity. During his chancellorship, the University began to teach arts, medicine, law and divinity.

Alan Bakes
Art Department
Faculty of Medicine

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Events

Monday, January 16

The Importance of Textiles in Medieval Islamic Trade, third of series of six lectures on medieval Islam in conjunction with textiles exhibition. Prof. Veronica Gervers, Textiles Department, ROM. H-308 Scarborough College. 3 p.m.

Reconstructing Medieval Isfahan with the Aid of the Computer, illustrated seminar. Prof. Lisa Golombek, ROM and Department of Middle East & Islamic Studies. 14-081 Robarts Library. 12.10 p.m.

Arctic Development: A complex issue of the 1970s. Topics to be discussed include environment, resources, people, potential. Mondays from Jan. 16 for 10 weeks, 7.30 to 9.30 p.m. Registration fee \$65. Information 978-2400. (Continuing Studies)

Three-stringed bouzoukia, Smyrna style, concert in conjunction with exhibition of medieval Islamic textiles. Nikos Daïss and Stathis Potamitis with Prof. Sylvia Mittler at piano. Meeting Place, Scarborough College. 12 noon.

Tuesday 17

More About Black and White Holes, colloquium. Dr. R.C. Roeder, Department of Astronomy. David Dunlap Observatory. 4 p.m.

Forest Fire Management: Contrast between parks and production forests, seminar. D.E. Van Wagner, Petawawa Forest Experimental Station, Fisheries & Environment Canada, Chalk River. Fourth floor lounge, 203 College St. 12.10 to 1 p.m., followed by question period. (Forestry and SGS)

After the Anti-Inflation Programme, first in four part series of political economy seminars. Tom McCormack, director of macro-economic analysis, Anti-Inflation Board, and Prof. John Floyd, Economics-Erindale. Room 18, Crossroads Building, Erindale College. 1 to 3 p.m. Information 828-5214.

Canada's Mechanical Engineering Heritage, seminar. Andrew Wilson, Science Council of Canada. 252 Mechanical Building. 3.10 p.m. (Mechanical Engineering)

Evaluating the Regional Trauma Unit: A Feasibility Study, seminar. Drs. J.I. Williams, Pepe Solari and Eugene Vayda, Department of Health Administration. 4171 Medical Sciences Building. 4 p.m.

Greg Cross, baritone, afternoon classical concert. Music Room, Hart House. 1.10 p.m.

Kyoto and Nara, Cultural Heritage of Japan and Ukiyoe, third in film series, *The Sights, Sounds and Seasons of Japan*. Theatre, ROM. 12 noon.

East African-Asian Dinner. Gourment delicacies of the Orient modified to East African delight. International Student Centre, 33 St. George St. 8 p.m. Tickets \$3 in advance from ISC. Information 978-6617. (Ismaili Student Association)

Women's Ice Hockey, Toronto vs York. Varsity Arena. 7.30 p.m. Tickets 979-2186.

The Wheel of Fortunes. Astrology from its historical origins to the present is traced. McLaughlin Planetarium. Show times: Tuesday-Friday, 3 and 7.30 p.m.; Saturday and Sunday, 1.30, 3 and 7.30 p.m. Admission \$1.50; students, senior citizens and ROM members, 75 cents. (Please note: Children under 6 not

admitted, children 6 to 14 must be accompanied by an adult.)

Wednesday 18

Calligraphy in Islamic Art, fourth in series of six lectures on medieval Islam in conjunction with textiles exhibition. Prof. Lisa Golombek, West Asian Department, ROM. H-308 Scarborough College. 3 p.m.

Tattycoram, Liza and Others: The true subversives in 19th century Russian and English fiction, lecture. Prof. Kathryn B. Feuer, University of Virginia. 110 Ramsay Wright Zoological Laboratories. 4.15 p.m. (Slavic Languages & Literatures)

Mainland China Today, colloquium series on East Asia. Dr. James Endicott, *Canadian Far Eastern Newsletter*. 14-228 Robarts Library. 8 p.m. (East Asian Studies Course Union and Canadian China Society)

Christianity and Colonialism in the Literature of Cameroon, seminar. Prof. Ambroise Kom, University of Ottawa. 2008 New College. 3 p.m. (African Studies Committee, CIS)

HH Camera Club, annual auction. Camera Club room, Hart House. 12 noon to 1 p.m.

Herbie Spanier Quintet, Wednesday afternoon pop-jazz concert. East Common Room, Hart House. 12 noon.

Octet for Wind Instruments, concert in series at Innis by Faculty of Music students. Innis College Town Hall. 12.15 p.m.

Men's basketball, Toronto vs Ryerson. Benson Building. 8.15 p.m. Admission 75 cents at door.

Out at Sea, one act comedy by Slawomro Mrozek. Erindale Campus Lunchtime Theatre production directed by Gordon Fife. Erindale College Studio Theatre to Jan. 20. Performances Jan. 18 and 19 at 12.15 p.m., Jan. 20 at 2.15 p.m. Tickets \$1, Erindale students 75 cents. Information 828-5349.

Thursday 19

Perspectives on the Text of Shakespeare's Sonnets, illustrated lecture. Prof. Randall McLeod, Erindale College. 179 University College. 4 p.m.

The Structure and Function of Immunoglobulin G, lecture. Dr. Keith J. Dorrington, Department of Biochemistry. Main lecture theatre, Toronto General Hospital. 7 p.m.

Variational Formulations in Mechanics, seminar. Prof. Bez Tabarrok, Department of Mechanical Engineering. 254 Mechanical Building. 3.10 p.m.

Ecotoxicology, seminar. Dr. Gordon Butler, National Research Council, Ottawa. 119 Wallberg Building. 4 p.m. (Please note location.) (IES and Engineering Science)

Current issues of contemporary literary theory, eighth of a series of 14 special seminars. Prof. Fredric Jameson, Yale University. Croft Chapter House. 4 p.m. For details telephone 978-6363. (Comparative Literature)

Early Performance Techniques, workshop-demonstration. John O'Donnell, Australian organist, musicologist, harpsichordist. Walter Hall, Edward Johnson Building. 2.10 p.m.

New Age Consciousness, third talk in series *Close Encounters*. Barbara and Les Kerr, Twin Valleys Educational Community. Pendarves

Room, International Student Centre. 12.15 p.m. (Integrity Group)

Resolved that ACTRA's policy toward foreign artists is beneficial to Canadian culture, debate. Honorary visitor, Maureen Forrester. Debates Room, Hart House. 8 p.m. (HH Debates Club)

New Hart House Orchestra, director William Phillips. Orchestra, open to all members of Hart House, meets every Thursday. String, horn and percussion players especially welcome. Music Room. 7.45 to 10.30 p.m.

World Within World, film in Bronowski series *Ascent of Man*. Twentieth century physics. H-308 Scarborough College. Two screenings, 12 noon and 5 p.m.

Writers' Workshop. Carol Bolt, writer-in-residence. Workshop is held every Thursday in Hart House, see hall porter for room. 7.30 p.m.

Volpone by Ben Jonson, first of two plays in winter season at Hart House Theatre. Directed by Leon Rubin, produced by Graduate Centre for Study of Drama. Hart House Theatre to Jan. 28 at 8.30 p.m. No performance Sunday or Monday. Tickets \$4, students \$2. Reservations 978-8668.

Friday 20

Ramon Lull, Bridge Between Christianity and Islam, fifth in series of six lectures on medieval Islam in conjunction with textiles exhibition. Prof. Jocelyn Hillgarth, Pontifical Institute of Mediaeval Studies. H-308 Scarborough College. 12 noon.

Can Canada Adopt the European Model of Tripartism?, sixth of seven lectures in Lunch & Learn Club Series II, *Industrial Relations in Canada: The Current State and Outlook*. Prof. John Crispo, Faculty of Management Studies. Innis College Town Hall. 12.15 p.m. Registration fee \$15 for four series of lectures. Information 978-2400.

Patterns of Emigration from Hungary to North America before World War I, lecture. Dr. Juliana Puskas, Hungarian Academy of Science, Institute of History, Budapest. 1085 Sidney Smith Hall. 2 p.m. (Ethnic & Immigration Studies and Multi-Cultural History Society of Ontario)

Kleisthenes the Alkmeonid, seminar. Prof. G.R. Stanton, University of New England, Australia. 144 University College. 3.10 p.m. Please note: Suggested preparatory reading, "Cleisthenes and Attica", D.M. Lewis, *Historia* 12 (1963), 22-40; relevant parts of *The Emergence of Greek Democracy*, W.G. Forrest, and *The Political Organization of Attica*, J.S. Traill. Copies of Prof. Traill's map of Attic demes will be distributed at seminar.

U of T Symphony Orchestra, concert. Conductor Victor Feldbrill. Program features Concerto No. 2 in E flat major by Mozart, soloist Ronald George, French horn; Clarinet Concerto No. 1 in F minor by Weber, soloist Daniel Sutherland. MacMillan Theatre, Edward Johnson Building. 8.30 p.m. Tickets \$3, students and senior citizens \$2. Reservations 978-3744.

Saturday 21

Regeneration Studies in Amphibians, lecture. Prof. Richard A. Liversage, Department of Zoology. Convocation Hall. 8.15 p.m. (Royal Canadian Institute)

McGill University Wind Ensemble, concert. Director Robert Gibson, conductor Kerry Grant. Second half of exchange program. Program includes Berlioz, Grainger, Husa and Shostakovich. MacMillan Theatre, Edward Johnson Building. 8.30 p.m.

Mon Oncle Antoine, Jutra, sixth of eight in *Film Festival 77-78*. North auditorium, OISE, 252 Bloor St. W. 8 p.m. Tickets \$1. Information 978-5076. (Woodsworth College Students' Association)

Open House at Faculty of Nursing. Audio-visual displays and group discussions, information about undergraduate and graduate programs and continuing education courses. Saturday and Sunday from 1 to 4 p.m. at 50 St. George St.

Sunday 22

Stefan Deslauriers, singer and songwriter. Newman Centre Coffee House, 89 St. George St. 8 p.m.

Pasteur, film, third in series *People of Vision*. Theatre, ROM. 7.30 p.m.

Monday 23

Medieval Islamic Intellectual Life, last in series of six lectures on medieval Islam in conjunction with textiles exhibition. Prof. Michael E. Marmura, Department of Middle East & Islamic Studies. Council Chamber, Scarborough College. 2 p.m.

The Afro-American Family, seminar. Prof. Herbert Gutman, City University of New York. Croft Chapter House. 2 to 4 p.m. (American Studies Committee)

The Teacher as Artist, exhibition. Work by student teachers at Faculty of Education. Second floor lounge, OISE, 252 Bloor St. W. to Feb. 2.


Tuesday 24

Using Their Freedom: The Ex-Slaves During the Civil War and Reconstruction, lecture. Prof. Herbert Gutman, City University of New York. West Hall, University College. 4.10 p.m. (American Studies Committee)

Zola and L'Affaire Dreyfus, first of four *Victoria College Public Lectures*. Professor Emeritus John S. Wood, Department of French. Room 3, New Academic Building, Victoria College. 4.30 p.m.

Canada's Railways, seminar. Dr. J. Lukasiewicz, Science Council of Canada. 252 Mechanical Building. 3.10 p.m. (Mechanical Engineering)

Living Arts of Japan and Noh: The Traditional Theatre, fourth in film series, *The Sights, Sounds and Seasons of Japan*. Theatre, ROM. 12 noon.



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**from January 18th
to February 11th**